

Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> <div style="text-align: center;"> </div>	<p>Job Title <u>Diagnostic Cardiac Sonographer & Cardiology Technologist Working Supervisor</u></p> <p>Date <u>October 2000; 2004; June 2005</u></p> <p>Revised Date <u>August 2006</u></p> <p>Revised Date _____</p>	<p>Code</p> <p style="text-align: center;"><u>261</u></p>
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<p>Decision Making</p> <p>Makes decisions within the scope of the Sonography discipline. Performs diagnostic procedures by accommodating patients to their needs and limitations. Develops plans to achieve short term goals associated with coordinating patient appointments and support resources. Refines and adapts existing practices and methods to enhance quality patient care.</p>	<p>Degree</p> <p style="text-align: center;"><u>4.0</u></p>
<p>Education</p> <p>Grade 12. Cardiology Technology diploma (2312.5 hours). Certification with the Canadian Society of Cardiology Technologists. Advanced Specialty Certificate in Adult Echocardiography from British Columbia Institute of Technology (1629 hours). Total hours are 3941.5. Certification with the American Registry of Diagnostic Medical Sonographers.</p>	<p style="text-align: center;"><u>7.5</u></p>
<p>Experience</p> <p>Forty-eight (48) months previous experience to consolidate sonography and cardiology knowledge and skill.</p> <p>Twelve (12) months on-the-job experience to develop supervisory, communication and instruction skills and to become familiar with region/facility/department policies and procedures.</p>	<p style="text-align: center;"><u>8.0</u></p>
<p>Independent Judgement</p> <p>Performs administrative and supervisory duties within generally accepted practices. Applies and modifies standards and protocols widely accepted in the Cardiology and Cardiac Sonography disciplines. Exercises judgment to adapt methods or procedures to ensure optimal images are obtained. Exercises judgment in the analysis of unusual problems related to patient imaging, new equipment and procedures. Ensures professional standards are adhered to.</p>	<p style="text-align: center;"><u>4.5</u></p>
<p>Working Relationships</p> <p>Provides technical explanation and/or instruction to co-workers, technical staff, students and residents. Contacts with patients and physicians may be specialized or emotionally charged.</p>	<p style="text-align: center;"><u>4.0</u></p>

Impact of Action	Degree
<p>Determines and allocates Diagnostic Sonography and Cardiology resources to meet the performance and operational objectives of the department. Misjudgment or failure to attain optimal images may result in serious injury to patients. Misjudgment in scheduling preventative maintenance may result in breakdown and serious delay in diagnosis and treatment.</p>	<p><u>4.0</u></p>
<p>Leadership and/or Supervision Provides regular direction to department staff by assigning work, checking results and organizing work of sonography/cardiology staff. Organizes department workflow, schedules staff, provides input into staff performance evaluation and hiring.</p>	<p><u>4.0</u></p>
<p>Physical Demands Frequent physical effort assisting/transferring and scanning patients with frequent repetitive motions while working in awkward/uncomfortable positions.</p>	<p><u>3.0</u></p>
<p>Sensory Demands Frequent sensory effort scanning patients and listening to equipment while performing lengthy procedures. Frequent effort reading, writing reports, computer operation and listening to staff, physicians and clients/patients/residents.</p>	<p><u>3.0</u></p>
<p>Environment Regular exposure to major hazards such as soiled linens, infectious disease and blood/bloody fluids.</p>	<p><u>4.0</u></p>